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ABSTRACT

This guide provides information on personnel policies and practices, under Part H of the Individuals with Disabilities Education Act, which were instituted by states and jurisdictions in the implementation of early intervention services for eligible children and their families. Strategies of specific states are identified for dealing with staff shortages in underserved areas and for seeking to identify qualified personnel to meet the early intervention service demands. Strategies include a consultative service delivery model, statewide policies and guidelines for the consultative service model, a training program to help professionals be better consultants, a mentor program, certification requirements, and staff training programs. For each state, information is included on the type of personnel deemed qualified to provide service coordination, special instruction, and assistive technology. Information is also provided on personnel challenges indicated by states in providing full services to eligible children and their families. A Part H personnel contact list is appended. (SW)

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Selected Personnel Policies and Practices Under Part H of IDEA

by Nancy Striffler

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NEC•TAS
National Early Childhood Technical Assistance System



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NEC*TAS

National Early Childhood Technical Assistance System
Chapel Hill, North Carolina

The National Early Childhood Technical Assistance System (NEC*TAS)
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Introduction

This document was developed to provide a vehicle to share information across states and jurisdictions on personnel policies and practices. It was developed by NEC*TAS in collaboration with the Part H Interagency Coordinating Council Personnel Planning Committee: Wesley Brown, Tennessee; William Geiger, Arkansas; Ken Price, West Virginia; and Vicki Stayton, Kentucky. An information gathering instrument was developed and, prior to its distribution, was reviewed by several experts in the field of early intervention: Eve Bogan, Georgia; Joyce Lacy, Utah; Mary McLean, North Dakota; and Carol Wegley Brown, Texas. Their thoughtful comments contributed to the instrument's final content and format.

Information was requested from all Part H coordinators in the summer of 1994. A draft report was shared with all Part H coordinators in November 1994. Updates and corrections were made during the winter of 1995. This final document represents information from 49 states, the District of Columbia, American Samoa, Guam, and the Northern Mariana Islands, although not all respondents answered every question. The data reported by states and jurisdictions were not independently verified and are subject to change.

Selected Personnel Policies and Practices Under Part H of IDEA is organized into six sections reflecting key personnel issues addressed by states and jurisdictions in the implementation of early intervention services for eligible children and their families:

1. Shortage Issues
2. Consultative Service Delivery
3. Certification/Requirements
4. Training
5. Qualified Personnel
6. Personnel Challenges

Throughout this document, the word "state" refers to all types of contributing jurisdictions. Wherever appropriate, states that have information available to share with other states are noted. A list of Part H coordinators at the time of publication, with their telephone and fax numbers, is included in the appendix. We thank the Part H coordinators and staff members for their contributions to this information gathering effort. It is our hope that these materials will assist states in addressing the personnel challenges related to the implementation of services for eligible infants, toddlers, and their families.

For more information about Part H or IDEA, please contact your state or jurisdictional Part H Coordinator or NEC*TAS.

Shortage Issues

As states seek to identify qualified personnel to meet the early intervention service demands several strategies have been tried.

1. The following states have developed procedures for recruiting and employing personnel who are representative of the ethnic and cultural backgrounds of the population needing services:

AK, FL, HI, IN¹, ME¹, MA (pilot project), MT, WA¹, and WI¹

2. The following states have developed procedures for recruiting and employing personnel to work in traditionally underserved areas (e.g. rural, inner city, Indian reservations):

AK, AL, FL, IN¹, ME¹, MT, MS, NH, NY, OR¹, WA¹, and WY

3. The following states have developed service delivery models which have been successful in deploying personnel to previously underserved areas:

AK, AL, AR, CT, DC, GU, ID, IN¹, MT, NE, NH, NV¹, OH, OK¹, SC, TN, WA¹, and WY

4. The following states have worked with junior and senior high schools in the promotion of career development activities in early intervention:

CT, IA, ID, IN, MD¹, MA, ME¹, MI¹, MT, NC, OR, RI, SC, WI, and WY

¹Information available to share

Consultative Service Delivery

Early intervention services require collaboration across disciplines and service providers. A consultative service delivery model is one in which other disciplines consult with and/or share their expertise with a primary service provider. Examples include an early interventionist consulting with a caregiver or paraprofessional; and a speech-language pathologist providing consultation to a teacher, caregiver, or early interventionist.

1. The following states report using the consultative service delivery model on a limited basis:

AK, AS, AZ, AR, CO, CT, DE, DC, FL, HI, ID, IA, KS, LA, ME, MD, MS, MO, MT, NE, NV, NH, NJ, NM, OH, OR, SD, TN, TX, UT, VT, VA, WA, WV, and WY

2. The following states have developed statewide policies and guidelines for the consultative service delivery model:

IL¹, IN, KY, MI¹, MN, NY, NC, ND, MP, OK, PA, RI, and SC

3. The following states have developed a training program to enable professionals to be better consultants:

CO¹, CT, FL, ID, IL, IN, LA, MI, NV, NH, NC¹, MP, OK, OR¹, PA, and TN

4. The following states have used a mentor program:

IL, IN, MA¹, MT¹, NV, OH, RI, TN, and WA

¹ Information available to share

Certification/Requirements

- As states reviewed their early intervention service system some found a significant pool of personnel working in early intervention who lack any certification. To address this issue, states have developed several strategies, including statewide certification, conditional licensure, alternative recognition, competencies, and/or training programs. (State comments are in parentheses; footnotes are in brackets.)

State	Instituted state certification	Instituted conditional licensure/waivers	Developed alternative recognition	Developed competencies	Developed training programs
AL				X (Para)	
AK				X [1]	
AR	X (SC)			X (SC and para)	X
CO				X	
CT	X (0-3 to pre-K)			X	X
FL					X
GA				X [1]	X
ID		X			
IL	X [2]	X	X	X (SC)	X
IN		X (Optional)		X [1]	X [1]
IA		X			X
KY	X	X	X [2]	X (All disciplines)	X
ME	X [2]		X	X [1]	X
MA	X [2]			X [1]	X [1]
MO		X			
MT	X [1]	X [1]		X (Family support specialist) [1]	X [1]
NM	X	X			X
MP				X	X
OH			X	X	X
OR	X [1]			X [1]	X
RI	X (SC and para) [2]				X [1]
SC	X			X (EI & EI assistant) [1]	
TX			X [2]	X	X [2]
UT	X [1]			X [1]	X
VT		X			
VA			X [2]	X [2]	X [2]
WV	X	X		X (All disciplines) [1]	

Notes:

- Information available to share
- In process

Abbreviations:

- EI Early interventionist/intervention
 Para Paraprofessional
 SC Service coordination

Certification Requirements, continued

2. The following states reported certification/licensure requirements for teachers in early intervention:

State	Certification/Licensure Requirement	Comments
AL	Early childhood special education (ECSE) and specific certification by Dept. of Education	
AK	Birth through 3	
AS	Associate in Arts (AA) degree	Once hired they work toward bachelor's degree
AZ	Birth through 5	
AR	Birth through 5	
CO	Birth through 8	
CT	Birth through 8	
DE	Birth through 8	
DC	Birth through 3	Meet day care regulations
FL	Birth through 4 & 3 to third grade	
GU	Birth through sixth grade	
ID	Birth through 5 endorsement	
IL	Birth through 8 + ECSE approval, or special education certificate + ECSE approval	
IN		Schools require license in elementary education
IA	Birth through 5	
KS	Birth through 5	
KY	Birth through primary	Interdisciplinary early childhood education
LA	Birth through 5	Certificate in low incidence, i.e. vision and hearing impaired
MD	Birth through 8	
MA	Birth through 3	All disciplines
MI	Special education + early childhood endorsement	
MN	Birth through 8	
MS	Nursery through first grade	Infant/toddler specialization
MO	Birth through 5	
MT	Special endorsement in early childhood	Specialized certification: Family support specialist certification for Part H Services
NE	Birth through 5	
NV	Birth through 8	
NH	Special education preschool certification	
NJ	Teacher of the children with disabilities	Preschool through elementary education
NY	K through 12	
NC	Birth through 3	
MP	Birth through 5	
OH	Birth through 5 or special certificate birth through 3	
OK	Early childhood or special education	
OR		Optional early intervention endorsement 0-8
PA		Letter of competency issued by Dept. of Education
RI	Birth through 5 (in process)	
SC		Early intervention credential established but not required
SD	Birth through 5	
TN	Birth through 8	
TX		BS degree in related field or BS with credit in EI service delivery
UT	Teacher certification + EI credential or, preschool special education certification	
VA	Birth through 5	
WA	ECSE endorsement	
WV		Must meet requirements for disciplines
WI	Birth through 5	
WY	Birth through 5	

Personnel Training

1. The following states have worked in partnership with a state consortium of higher education to develop a comprehensive system of personnel development (CSPD):
AK, AR, CO, FL, IL, IN, IA, KS, LA, MA, MI, MN, MT, NH, NJ, NC, ND, MP, OH, OK, PA, RI, and SC
2. The following states have worked in partnership with community colleges in their state to develop training programs for paraprofessionals in early intervention:
CO, DC, GU, HI, ID, IL, KY, ME, MD, MI, MN, MT, NV, NC, MP, OH, OR, SC, and SD
3. The following states have training modules and/or strategies available to share:
AL, AK, AZ, CO, CT, DE, FL, ID, IL, IN, KY, LA, MD, MA, MI, MN, MT, NE, NV, NY, NC, MP, OH, OK, PA, RI, SC, TX, UT, WA, WI, and WY
4. States configure their CSPD as required under Part H of IDEA in various ways.
 - a. System addresses birth through 2 years:
GA and NJ
 - b. System addresses birth through 5 years:
CO¹, GU, IN, KY¹, ME, NE, NC, ND, OR, and UT
 - c. Integrated system for birth through 21 years:
AK, AR, CT, DE¹, HI, IL, MN, MP, OK¹, SC, SD, VT, WA, and WY
 - d. Separate but consistent systems for birth through 2 years and for 3 through 5 years:
AL, AS, AZ, DC, FL, ID, IA, KS, MA, MI, MO, MS, MT², NV, NH¹, NM, NY, OH, PA, TN, TX, VA, WV, and WI
 - e. Separate but consistent systems for birth through 2 years and for 3 through 21 years:
LA², MD, and RI

¹ In development

² With collaboration between systems

Qualified Personnel

States have identified various personnel as qualified to provide specific services referenced in IDEA, such as service coordination, special instruction, and assistive technology. A wide variance in the types of personnel qualified to provide specific services was reported.

1. Personnel qualified to provide *Service Coordination*:

State	Day Care Provider	ECSE	EI	Family Member	Nurse	OT	PT	Psych	Social Worker	SLP	Other
AL											Person who meets standards for a recognized discipline or qualifications for targeted case management
AK		X	X	X		X	X			X	
AS											No local bilingual qualified personnel
AZ		X	X		X				X		
AR											Lead agency certified personnel
CT		X	X	X	X			X	X		
DE											State-designated service coordinators
DC	X	X	X			X	X	X	X	X	
FL	X	X	X		X	X	X	X	X	X	COTA, PTA, SPA
GA											Bachelor's degree in related field + experience
GU		X	X		X	X		X	X	X	
ID		X	X		X	X	X	X	X	X	Paraprofessionals
IL		X	X								One cannot be a provider and a service coordinator to same family
IN											Bachelor's degree in related field; family member to be added
IA											All qualified personnel; no discipline is excluded
KS											All providers and family members
KY		X	X		X	X	X	X	X	X	
LA		X	X		X	X	X	X	X	X	
ME	X	X	X	X	X	X	X	X	X	X	Audiologist, counselor
MD	X	X		X	X	X	X	X	X	X	Paraprofessionals, COTA, PTA, SPA, EI assistant and aide, physician, nutritionist
MA		X	X		X	X	X	X	X	X	
MI		X			X	X	X	X	X	X	Agency-based professional of family's choosing
MN		X		X		X	X	X		X	Independent service coordinators
MO		X	X		X	X	X	X	X	X	Bachelor's degree + 1 year experience
MT											Family support specialist and assistant
NE											Designated service coordinators

Continued

Qualified Personnel, continued

1. Personnel qualified to provide *Service Coordination: (continued)*

State	Day Care Provider	ECSE	EI	Family Member	Nurse	OT	PT	Psych	Social Worker	SLP	Other
NV		X	X		X	X	X	X	X	X	
NH	X	X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA, EI aide
NJ		X	X		X	X	X	X	X	X	
NM	X	X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA, EI assistant
NY		X		X	X	X	X	X	X	X	Paraprofessionals, COTA, PTA, EI assistant
NC		X	X			X	X	X	X	X	EI assistant
ND											All qualified personnel; no discipline is excluded
MP		X	X	X		X	X	X	X	X	Paraprofessionals, COTA, PTA, SPA, EI aide and assistant
OH		X	X		X	X	X	X	X	X	Family members as co-service coordinators
OK		X	X	X	X	X	X	X	X	X	
OR	X	X	X	X	X	X	X	X	X	X	Paraprofessionals
PA											State-designated service coordinators
RI	X	X			X	X	X	X	X	X	ECE, paraprofessionals, nutritionist, audiologist
SC		X	X		X				X		Local Part H coordinators, sensory impairment trainers
SD	X	X	X	X	X	X	X	X	X	X	Paraprofessionals
TN		X	X		X	X	X	X	X	X	
TX		X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA, SPA
UT		X	X		X	X	X	X	X	X	Paraprofessionals
VT											All providers; competencies are being developed
VA	X	X	X	X	X	X	X	X	X	X	Paraprofessionals, EI assistant and aide, COTA, PTA, SPA
WA											All providers if they receive appropriate training
WV		X	X	X	X	X	X	X	X	X	Paraprofessionals, EI assistant, COTA, PTA
WI		X	X	X	X	X	X	X	X	X	Paraprofessionals
WY		X			X	X	X	X	X	X	

Abbreviations:

COTA Certified occupational therapy assistant
 ECE Early childhood educator
 ECSE Early childhood-special educator
 EI Early interventionist/intervention
 OT Occupational therapist

PT Physical therapist
 PTA Physical therapy assistant
 Psych Psychologist
 SLP Speech-language pathologist
 SPA Speech pathology assistant

Qualified Personnel, continued

2. Personnel qualified to provide *Special Instruction*:

State	Day Care Provider	ECSE	EI	Family Member	Nurse	OT	PT	Psych	Social Worker	SLP	Other
AL		X									Certification in hearing impairment and vision impairment
AK		X	X			X	X			X	Paraprofessionals, other EI staff under waiver
AS											No local bilingual qualified personnel
AZ		X	X								Music therapist
AR		X		X		X	X			X	Paraprofessionals
CT		X	X								
DE		X	X		X			X			
DC		X	X								
FL	X	X	X	X	X	X	X	X	X	X	Paraprofessionals, teachers
GA			X								EI specialist and assistant
ID		X			X	X	X	X	X	X	Paraprofessionals, COTA, PTA, SPA
IL		X	X		X	X	X	X	X	X	
IN		X	X		X	X	X	X	X	X	
IA											All qualified personnel; no discipline excluded
KS		X									
KY			X								EI assistant, and associate
LA		X	X		X	X	X	X	X	X	Paraprofessionals
ME	X	X	X							X	
MD		X									Other personnel qualified to implement curriculum planned by a special educator
MA											All professional disciplines
MI		X			X	X	X	X	X	X	
MN		X								X	
MS						X	X	X		X	
MO		X									Special educators with specialized certification; bachelor's in child development; teachers w/pre-K-3 certification
MT			X	X	X	X	X	X	X	X	Paraprofessionals, EI aide and assistant
NE		X									Discipline specific
NV		X	X		X	X	X	X	X	X	
NH	X	X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA, EI aide
NJ		X			X	X	X	X	X	X	Paraprofessionals, COTA, PTA, EI aide and assistant
NM		X	X		X						Paraprofessionals, nutritionist, mobility assistant
NY		X			X	X	X	X	X	X	
NC	X	X	X	X		X	X	X		X	Paraprofessionals, COTA, PTA, SPA, EI aide and assistant
ND											All qualified personnel; no discipline is excluded

Continued

Qualified Personnel, continued

2. Personnel qualified to provide *Special Instruction: (continued)*

State	Day Care Provider	ECSE	EI	Family Member	Nurse	OT	PT	Psych	Social Worker	SLP	Other
MP		X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA, SPA, EI aide and assistant
OH		X	X		X	X	X	X	X	X	
OK		X	X	X	X	X	X	X	X	X	
OR	X	X	X		X	X	X	X	X	X	COTA, PTA
PA		X	X								
RI		X									Early childhood educator
SC		X	X		X	X	X	X	X	X	PTA, sensory impairment specialist
SD											Not yet determined
TN											Depends on child and family needs
TX											All professional disciplines and paras under supervision
UT		X									
VT		X	X		X	X	X	X	X	X	
VA		X	X		X	X	X	X	X	X	COTA, PTA
WA		X	X								
WV		X	X	X	X	X	X	X	X	X	Paraprofessionals, EI assistant, COTA, PTA
WI		X			X	X	X	X	X	X	SPA, EI assistant
WY		X	X		X	X	X	X	X	X	COTA, PTA, SPA

Abbreviations:

COTA Certified occupational therapy assistant
 ECSE Early childhood special educator
 EI Early interventionist/intervention
 OT Occupational therapist
 PT Physical therapist

PTA Physial therapy assistant
 Psych Psychologist
 SLP Speech-language pathologist
 SPA Speech pathology assistant

Qualified Personnel, continued

3. Personnel qualified to provide *Assistive Technology*:

State	Day Care Provider	ECSE	EI	Family Member	Nurse	OT	PT	Psych	Social Worker	SLP	Other
AK		X	X			X	X			X	
AS											No local bilingual qualified personnel
AZ						X	X			X	
CT						X	X			X	Rehabilitation engineer
DC						X	X				
GA						X	X			X	
GU		X	X		X	X		X	X	X	
HI		X	X	X						X	Paraprofessionals
ID		X		X	X	X	X	X		X	Paraprofessionals, COTA, PTA, SPA
IL						X	X			X	Others to be determined
KS		X			X	X				X	Audiologist
ME		X	X			X				X	
MD											Anyone appropriately trained
MA											Determined by child's need
MI		X			X	X	X	X		X	
MN											Determined by child's need
MS											Professionals with appropriate experience
MO											Depends upon technology needed
MT		X			X	X	X	X	X	X	Family support specialist and assistant
NE											Depends upon technology needed
NV		X	X		X	X	X	X	X	X	
NM			X			X	X			X	COTA, PTA, EI assistant
NY		X			X	X	X	X	X	X	COTA, PTA
NC			X			X	X			X	
ND											Depends upon technology needed
MP						X	X			X	COTA, PTA, SPA
OK						X	X			X	
OR	X	X	X	X	X	X	X	X	X	X	Paraprofessionals
PA											Anyone appropriately trained
SC		X				X	X	X		X	
SD		X				X	X			X	Psych nurse
VA		X	X		X	X	X	X	X	X	Paraprofessionals, COTA, PTA
WI											Anyone appropriately trained
WY		X				X	X			X	

Abbreviations:

COTA Certified occupational therapy assistant
 ECSE Early childhood special educator
 EI Early interventionist/intervention
 OT Occupational therapist
 PT Physical therapist

PTA Physial therapy assistant
 Psych Psychologist
 SLP Speech-Language Pathologist
 SPA Speech pathology assistant

a. Qualifications to provide assistive technology have not yet been determined in 18 states:

AL, AR, DE, FL, IN, IA, KY, LA, NH, NJ, OH, RI, TN, TX, UT, VT, WA, and WV

Personnel Challenges

1. States listed three personnel challenges that they faced in being able to provide full services to all eligible children and their families. The four issues most frequently identified were:

Personnel shortages (*identified by 77% of responding states*)

Training (*identified by 57% of responding states*)

Rural service delivery (*identified by 32% of responding states*)

Cultural diversity (*identified by 15% of responding states*)

2. Of the 53 states responding, 41 reported shortage of qualified personnel as a major challenge interfering with achieving full services to all eligible children and families:

AL, AK, AS, AZ, AR, CT, DE, DC, GA, GU, ID, IL, IN, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NE, NV, NM, MP, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WI and WY

- a. Nineteen states specifically indicated a shortage of therapists (therapists means OTs, PTs, and SLPs unless otherwise indicated):

AR, DE, GA, IN, IA, KS, ME, MD, MN, MO, MT, NE, NV, OK (SLP only), OR, PA, RI (OT & PT), VA, and WI

3. Of the 53 states responding, 30 reported personnel development as a major challenge which must be addressed in order to provide appropriate services to all eligible children and families:

AL, AK, CO, CT, GA, ID, IL, IN, KY, LA, MD, MA, MS, MO, NH, NJ, NM, NY, MP, OH, OR, PA, RI, TN, TX, UT, VT, VA, WI, and WV

- a. Ten states identified the need for personnel to understand and practice a new service delivery philosophy -- a shift from a traditional approach to transdisciplinary service provision in community-based natural environments:

ID, IN, MD, MA, MO, NH, NJ, NY, PA, and WI

- b. Eight states identified a limited availability of inservice training as a limiting factor:

AK, KY, MS, OR, UT, VT, WI, and WV

- c. Eight states identified preservice training issues as limiting factors:

AK, MS, MO, NY, OR, RI, TX, and UT

4. Of the 53 states responding, 17 reported a limited supply of available personnel to serve rural and remote areas of the state:

AZ, CO, FL, GA, ID, KS, MI, MN, MO, MT, NE, NV, NM, OH, SC, TX, and WI

Personnel Challenges, continued

5. Eight states reported issues related to cultural diversity as major challenges to address in the provision of services to all eligible children and families:
 - a. Limited number of personnel who are representative of the culture to be served (6 states):
CO, KS, MN, OR, RI, and SC
 - b. Personnel lack skills related to cultural diversity (3 states):
NC, OR, and RI
 - c. Need for bilingual speech-language pathologists (3 states):
CT, OR, and RI

Appendix

Part H Personnel Contact List

The first name listed for a state is the Part H coordinator as of September 10, 1995.
 When listed alone, the Part H coordinator provided the information for this document.
 When a second name appears, this second person, who may be a former Part H coordinator or a Part H staff member, provided the information for this document.

State	Contact	Telephone	Fax
AL	Ouida Holder	(334) 281-8780, ext. 395	334-613-3494
Alabama	Diane Roberts	(334) 613-2396	334-613-3494
AK	Susan Jones	(907) 277-1651	907-278-3149
Alaska	Lizette Stiehr	(907) 274-2542	907-274-1384
AS	Julia Lyons	(684) 633-4929	684-633-2167
American Samoa			
AZ	Diane Renne	(602) 542-5577	602-542-5552
Arizona			
AR	Sherry Cobb	(501) 682-8676	501-682-8890
Arkansas	Jackie Barentine	(501) 682-8676	501-682-8890
CO	Diane Turner	(303) 866-6667	303-866-6662
Colorado	Sandy Peterson	(303) 866-6942	303-866-6662
CT	Kay Halverson	(203) 638-4208	203-638-4218
Connecticut	Joan Brinckerhoff	(203) 638-4208	203-638-4218
DE	Nancy Wilson	(302) 577-4647	302-577-4083
Delaware			
DC	Barbara Kamara	(202) 727-1839	202-727-9707
District of Columbia			
FL	Fran Wilber	(904) 488-6005	904-921-5241
Florida	Martha Coulter	(904) 488-6005	904-488-3813
GA	Wendy Sanders	(404) 657-2727	404-657-2763
Georgia	Peggy Gallagher	(404) 659-0735	404-651-4901
GU	Leilani Nishimura	(671) 647-4400	671-475-0562
Guam			
HI	Jean Johnson	(808) 957-0066	808-946-5222
Hawaii			
ID	Mary Jones	(208) 334-5523	208-334-6664
Idaho			

Continued

Appendix

Part H Personnel Contact List, continued

State	Contact	Telephone	Fax
IL Illinois	Audrey Witzman and Pam Reising (co-coordinators)	(312) 814-5560 (217) 782-6601	312-814-2282 217-782-0372
IN Indiana	Maureen Greer	(317) 232-2429	317-232-7948
IA Iowa	Linda Gleissner	(319) 273-3299	319-273-6997
KS Kansas	Marnie Campbell Lori Michel	(913) 296-6135 (913) 296-6135	913-296-8626 913-296-8626
KY Kentucky	Jim Henson Vicki Stayton	(502) 564-7722 (502) 745-3899	502-564-3844 502-745-2939
LA Louisiana	Evelyn Johnson Susan Batson	(504) 763-3540 (504) 763-3554	504-763-3937 504-763-3937
ME Maine	Joanne Holms	(207) 287-3272	207-287-5900
MD Maryland	Debra Metzger Deborah VonRembow	(410) 333-8100 (410) 333-8100	410-333-3199 410-333-3199
MA Massachusetts	Ron Benham Jean Nigro -(certification) Andrea Schuman- (all other personnel issues)	(617) 727-5089 (617) 642-0267 (617) 727-5089	617-727-6108 617-642-0122 617-727-6108
MI Michigan	Jacquelyn Thompson Ted Beck	(517) 373-2537 (517) 373-6325	517-373-1233 517-373-7504
MN Minnesota	Jan Rubenstein	612-296-7032	612-297-5695
MS Mississippi	Roy Hart Hope Bacon	(601) 960-7622 (601) 960-7622	601-960-7922 601-960-7922
MO Missouri	Paula Goff Jo Robertson	(314) 751-0185 (314) 751-3407	314-526-4404 314-526-4404
MT Montana	Jan Spiegle-Stinger Sue Forest	(406) 444-2995 (406) 243-5467	406-444-0230
NE Nebraska	Teresa Stitcher-Fritz	(402) 471-2463	402-471-0117

Continued

Appendix

Part H Personnel Contact List, continued

State	Contact	Telephone	Fax
NV Nevada	Marilyn Walter	(702) 688-2284	702-688-2558
NH New Hampshire	Pam Miller (Coordinator) Donna Schlachman	(603) 271-5122 (603) 271-5122	603-271-5166 603-271-5058
NJ New Jersey	Terry Harrison	(609) 777-7734	609-292-3580
NM New Mexico	Marilyn Price	(505) 827-2573	505-827-2595
NY New York	Frank Zollo Donna Noyes	(518) 473-7016 (518) 473-7016	518-473-8673 518-473-8673
NC North Carolina	Duncan Munn Gene Perrotta	(919) 733-3654 (919) 733-3654	919-715-4270 919-733-9455
ND North Dakota	Robert Graham	(701) 328-2768	701-328-2359
MP Northern Mariana Islands	Suzanne Lizama	(670) 322-9956	670-322-4056
OH Ohio	Cindy Oser Kathleen Boston	(614) 644-8389 (614) 644-8389	614-644-1759 614-644-1759
OK Oklahoma	Cathy Perri Dathan Rush	(405) 521-4880 (405) 521-4880	405-521-6205 405-521-6205
OR Oregon	Diana Allen Jane Moore	(503) 378-3598 (503) 549-1537	503-373-7968 503-549-1537
PA Pennsylvania	Jacqueline Epstein Maureen Cronin	(717) 783-8302 (717) 783-7213	717-772-0012 717-772-0012
RI Rhode Island	Ron Caldarone Ruth Schennum	(401) 277-1185, ext. 112 (401) 277-1185	401-277-1442 401-277-1442
SC South Carolina	Kathy Purnell	(803) 737-4045	803-734-4459
SD South Dakota	Barb Lechner	(605) 773-4478	605-773-6139
TN Tennessee	Sarah Willis	(615) 741-2851	615-741-6236

Continued

Appendix
Part H Personnel Contact List, continued

State	Contact	Telephone	Fax
TX	Mary Elder	(512) 502-4900	512-502-4999
Texas	Carol Wegley Brown	(512) 502-4910	512-502-4998
UT	Joyce Lacy	(801) 584-8226	801-584-8496
Utah			
VT	Beverly MacCarty	(802) 863-7338	802-863-7635
Vermont			
VA	Anne Lucas	(804) 786-3710	804-371-7959
Virginia	Dianne Lowman	(804) 786-3710	804-371-7959
WA	Sandy Loerch	(206) 586-5596	206-664-0049
Washington			
WV	Pam Roush	(304) 558-3071	304-558-4984
West Virginia	Diane Michael	(304) 558-3071	304-558-4984
WI	Susan Robbins	(608) 261-6572	608-261-6572
Wisconsin			
WY	Mitch Brauchie	(307) 777-6972	307-777-6047
Wyoming			



NEC-TAS

National Early Childhood Technical Assistance System

*a program of the Frank Porter Graham Child Development Center
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